Bargaining Update
May 2016

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The June 2016 issue of ***Bargaining Update*** will not be published. The next Bargaining Update will be available in early August and will contain data for June and July 2016.

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

The settlement data reported in this issue of Bargaining Update is based on the collective agreement settlement information received by Mediation Services during the month of May.

In May 2016, Mediation Services received settlement information regarding 42 bargaining relationships encompassing 10,287 employees. There were 31 private sector and 11 public sector settlements, covering 9,194 and 1,093 employees respectively.

Highlights

Executive Director, Mediation Services
After six years as Executive Director, Bertha Greenstein is no longer working with Mediation Services. This is a great loss to the Department but we wish Bertha the best of luck in her new challenge. Don Mitchell is the Acting Executive Director of Mediation Services.

Essential Services Legislation
Bill 4, An Act to Implement a Supreme Court Ruling Governing Essential Services came into force on May 27, 2016. Bill 4 amends the *Public Service Employee Relations Act* and the *Labour Relations Code*. This Bill ensures public employees be defined as essential services as per the Supreme Court ruling.

Essential Services Bargaining Relationships

This new table on page 8 is intended as a definitive guide to parties that are subject to essential services provisions.

City of Calgary
On May 3, 2016 a Compulsory Arbitration Board to be chaired by David Tettensor was established in the dispute between the City of Calgary and the International Association of Firefighters Local 255. The agreement covering approximately 1,500 firefighters expired in December 2013.

Alberta Settlements

Parties	EEs	Term	Expiry Date	Settled On	Wage Settlement
Administrative and Support, Waste Management and Remediation Services					
Suez Canada Waste Services Teamsters Local 362	21	48	2019-12-31	2015-12-28	1st year 1.50% 2nd year 1.50% 3rd year 1.30% 4th year 1.25%
Arts, Entertainment, and Recreation					
Glenbow Alberta Institute CUPE Local 1645	60	36	2018-06-30	2015-09-30	1st year 1.5% 2nd year 2.0% 3rd year 2.0%
Red Deer Museum & Art Gallery CUPE Local 417	17	12	2016-12-31	2016-04-19	1st year 0%
Construction					
Steeplejack Services (Contracting) Carpenters Local 2010	6	36	2018-10-18	2015-10-05	1st year $0.00 per hour 2nd year $1.50 per hour 3rd year $1.50 per hour
Educational Services					
Black Gold Regional Division No. 18 - Maintenance CUPE Local 1674	16	36	2018-08-31	2016-03-07	1st year 2% 2nd year 1% 3rd year 1%
Black Gold Regional Division No. 18 CUPE Local 3484	450	36	2018-08-31	2016-03-07	1st year 2% 2nd year 1% 3rd year 1%
Elk Island Catholic Separate Regional Division No. 41 Elk Island Catholic Transportation Association	36	48	2018-08-31	2014-09-30	1st - 5th year 0%
Grande Yellowhead Public School Division No. 77 CUPE Local 1357	214	36	2018-08-31	2015-12-16	1st year 2% 2nd year 1% 3rd year 1%
Health Care and Social Assistance					
Crowsnest Pass Senior Housing CUPE Local 812	30	36	2018-12-31	2016-03-09	1st year 1% 2nd year 1% 3rd year 2%
Edmonton Women's Shelter CUPE Local 3341	43	24	2017-09-30	2015-09-01	1st year 0% 2nd year 1%
Lacombe Foundation CLAC Local 301	65	24	2017-12-31	2016-04-27	1st year 2% 2nd year TBD
Qualicare – Citadel Care Steelworkers Local 1-207	130	24	2017-06-30	2016-01-18	1st year 1.75% 2nd year 1.50%
Revera Lessee - Chateau Renoir Retirement Residence CUPE Local 8	32	36	2017-04-30	2015-02-12	1st year 2.00% 2nd year 2.50% 3rd year 2.75%
Manufacturing					
Agropur Cooperative - Ice Cream Plant UFCW Local 401	43	72	2021-12-18	2016-05-19	1st year 1.2% 2nd year 1.5% 3rd year 2.0% 4th - 5th year 2.3% 6th year 2.5%

Alberta Settlements

Parties	EEs	Term	Expiry Date	Settled On	Wage Settlement
Manufacturing					
AT Films, Edmonton Unifor Local 21A	48	36	2018-01-13	2015-07-19	1st year 1.2% 2nd year 2.2% 3rd year 2.6%
AT Films, Westlock Unifor Local 21A	29	36	2018-08-31	2015-08-17	1st year 1.0% 2nd year 2.0% 3rd year 2.4%
Canada Bread Company Unifor Local 445	13	36	2018-09-30	2016-05-18	1st – 2nd year $.30 per hour 3rd year $.32 per hour
Canadian Forest Products Unifor Local 446	150	36	2017-09-30	2014-12-14	1st – 3rd year 3%
Foremost Universal Boilermakers Local 146	7	24	2018-01-31	2016-05-26	1st year -25% 2nd year 0%
Pyramid Process Fabricators CLAC Local 63 – Construction	97	24	2018-03-31	2016-03-29	1st year -7.6% 2nd year TBD
Varsteel Steelworkers Local 6034	50	24	2017-08-31	2015-09-01	1st year 0% 2nd year 0%
Retail Trade					
Medicine Hat Co-Op UFCW Local 401	68	36	2019-02-16	2016-03-03	1st year $0.20 per hour 2nd year $0.40 per hour 3rd year $0.60 per hour
Medicine Hat Co-Op – Gas Bar UFCW Local 401	10	36	2019-02-16	2016-03-03	1st year $1,000 lump sum 2nd year 1% 3rd year 2%
Medicine Hat Co-Op - Meat & Deli UFCW Local	12	36	2019-02-16	2016-03-03	1st year $0.20 per hour 2nd year $0.40 per hour 3rd year $0.60 per hour
National Diabetes Trust - Clothesline Teamsters Local 362	23	48	2020-03-31	2016-03-11	1st year 2.0% 2nd year 1.5% 3rd year 2.0% 4th year 1.5%
Save On Foods UFCW Local 401	74	72	2020-03-28	2016-04-26	1st – 2nd year $0.00 3rd – 6th year $0.35 per hour
Save On Foods – Meat & Deli UFCW Local 1118	22	72	2020-03-28	2016-04-26	1st – 2nd year $0.00 3rd – 6th year $0.35 per hour
Transportation and Warehousing					
Consolidated Fastfrate, Edmonton & Calgary Teamsters Local 362	131	36	2018-07-31	2016-05-02	1st year 1.25% 2nd year 0.00% 3rd year 0.00%, $1,000 lump
Diversified Transportation Teamsters Local 362	360	36	2018-12-31	2016-04-29	1st – 3rd year 0%
First Canada – Bonnyville, Cold Lake Operating Engineers Local 955	25	36	2019-02-25	2016-03-03	1st year 0% 2nd – 3rd year 1%
Hertz Equipment Rental Teamsters Local 362	138	28	2018-07-31	2016-04-12	1st year -5% 2nd year 5%
Martin Brower of Canada Teamsters Local 362	102	60	2021-01-31	2016-01-22	1st year 0.0% 2nd – 3rd year 1.0% 4th year 1.5% 5th year 2.0%

Current & Upcoming Collective Bargaining

Information presented is from agreements with 100 or more employees with expiry dates up to May 31, 2016.

Accommodation and Food Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Chateau Lacombe Hotel	UNITE HERE Local 47	2015-12-31	170	
Compass Group - Chartwells	UNITE HERE Local 47	2015-09-30	150	
Compass Group - Eurest Dining Services	UFCW Local 401	2016-04-25	128	
Dene West - Albian Sands Village	UNITE HERE Local 47	2016-04-30	250	
Sodexo Canada	Labourers Local 92	2016-02-28	130	

Administrative and Support, Waste Management and Remediation Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Waste Management Canada	Unifor Local 4050	2015-10-31	283	

Arts, Entertainment, and Recreation

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Edmonton Northlands	CUPE Local 30	2015-12-31	112	

Construction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Roadbuilders & Heavy Construction	Operating Engineers Local 955	2015-02-28	1,300	Bargaining
Canadian Automatic Sprinkler Association	Plumbers & Pipefitters	2016-04-30	450	
Carillion Canada	AUPE	1st agreement	400	Bargaining
DLI Industrial Construction – Construction	Construction Maintenance & Allied Workers	2015-05-02	500	
FDS Prime Energy Services	CLAC Local 63 - Construction	2015-11-30	235	
Flint Pipeline Services - Pipeline	CLAC Local 63 - Construction	2016-05-31	175	
JVD Installations – Construction	CLAC Local 63 - Construction	2016-01-31	1,878	
Kiewit Construction Canada	CLAC Local 63 - Construction	2016-01-31	450	
Kiewit Energy Construction	CLAC Local 63 – Construction	2016-02-15	1,185	
Ledcor Foundations	CLAC Local 63 - Construction	2016-01-31	110	
Ledcor Industrial Limited - NOVA Project	CLAC Local 63 - Construction	2016-01-31	200	
Ledcor Pipeline	CLAC Local 63 - Construction	2016-05-31	727	
Nason Contracting	CLAC Local 63 – Construction	2016-02-29	110	
Pyramid Corporation	CLAC Local 63 - Construction	2016-04-30	1605	
Saipem Construction Canada – Construction	CLAC Local 63 - Construction	2015-10-31	1,076	
Tarpon Construction Management	CLAC Local 63 - Construction	2015-10-31	200	
Trotter & Morton Building Technologies	Employees' Association	2016-05-31	304	
Westwood Electric	CLAC Local 63 - Construction	2016-04-30	228	
Willbros Construction Services - Fabrication Shop	CLAC Local 63 - Construction	2016-04-30	125	

Educational Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Athabasca University	AUPE	2013-06-30	300	
Banff Centre	CUPE Local 4318	2015-12-31	400	
Calgary Board of Education	CUPE Local 40	2015-08-31	675	Mediation
Calgary Board of Education	Staff Association	2015-08-31	3,600	Bargaining
Calgary Board of Education	Staff Association for Professional Support Staff	2015-08-31	175	Bargaining
Edmonton School District No. 7 - Custodial	CUPE Local 474	2014-08-31	585	Bargaining
Edmonton School District No. 7 - Maintenance	CUPE Local 784	2014-08-31	250	Bargaining
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	2015-08-31	2,400	Bargaining
Peace River School Division No. 10 - Bus Drivers	CUPE Local 4946	2015-08-31	149	
University of Alberta	Association of the Academic Staff	2015-06-30	4,400	Bargaining
University of Alberta	Non-Academic Staff Association	2016-03-31	6,678	

Current & Upcoming Collective Bargaining

Health Care and Social Assistance

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Age Care - Beverly Centre Lake Midnapore	CUPE Local 8	2015-10-31	160	
Age Care – Walden Heights Seniors Community	AUPE	1st agreement	231	Mediation
Alberta Health Services - ANC	AUPE	2015-03-31	14,405	Mediation
Alberta Health Services - GSS	AUPE	2014-03-31	23,800	CAB
Bethany Nursing Home	AUPE	2015-03-31	377	Bargaining
Brenda Strafford Foundation - Clifton Manor	AUPE	2015-03-31	211	Mediation
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Capital Care – GSS	AUPE	2014-06-30	350	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
Carewest – GSS	AUPE	2014-06-30	137	Mediation
CASA Child Adolescent & Family Mental Heatlh	HSAA	2016-03-31	102	
CBI Home Health	AUPE	1st agreement	512	Mediation
Chantelle Management Edith Cavell Care Centre	AUPE	2015-11-30	112	Mediation
Choices in Community Living – Copper Sky	AUPE	2016-03-31	118	
Choices in Community Living – Legacy Lodge	AUPE	2016-03-31	155	
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2015-03-31	1,109	Mediation
Covenant Health – GSS	AUPE	2014-03-31	510	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2014-03-31	600	Bargaining
Covenant Health - St. Therese Villa	AUPE	2015-08-31	196	Mediation
Educating & Employing Entities	Professional Association of Resident Physicians	2015-06-30	1,600	Bargaining
Extendicare (Canada) - Cedars Villa	AUPE	2014-12-31	246	Mediation
Extendicare (Canada) - Eaux Claires	AUPE	2014-12-31	176	Mediation
Extendicare (Canada) - Fairmont Park	AUPE	2014-12-31	145	Mediation
Extendicare (Canada) - Hillcrest	AUPE	2014-12-31	134	Mediation
Extendicare (Canada) - Michener Hill	AUPE	2014-12-31	354	Mediation
Extendicare Canada (4 sites)	AUPE	2014-12-31	218	Mediation
Father Lacombe Care Centre	UNA	1st agreement	----	Bargaining
Good Samaritan Society - Group Homes	AUPE	2015-06-30	123	Bargaining
Good Samaritan Society - South Ridge Village	Steelworkers Local 1-207	2015-06-30	120	
Innovative Housing Society of Canada	AUPE	2014-06-25	270	Bargaining
Intercare - Brentwood, Chinook, Southwood	CUPE Local 8	2015-06-30	840	Bargaining
Park Place - Devonshire Care Centre Partnership	AUPE	2015-03-31	188	Mediation
Park Place - Hardisty Care Centre	AUPE	2015-03-31	116	Mediation
Park Place - Newport Harbour Care Centre	AUPE	2015-03-31	149	Mediation
Qualicare - Citadel Care	CLAC Local 301	2015-06-30	165	
Revera – Jasper Place, South Terrace, Miller...	AUPE	2016-03-31	440	
Revera – Riverview	UFCW Local 1118	2016-03-31	140	Mediation
Revera Lessee - Edgemont Retirement	AUPE	2015-12-31	115	
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Symphony Senior Living - Aspen Ridge	AUPE	2016-01-31	107	
Venta Care Centre – ANC	AUPE	2015-07-31	105	Bargaining
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining

Information and Cultural Industries

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Motion Picture Master Agreement	Teamsters Local 362	2015-12-31	160	
Yellow Pages Group - Sales	IBEW Local 2228	2015-12-31	112	

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Agropur Cooperative – Milk Plant	UFCW Local 401	2016-05-07	108	
Celanese EVA Performance Polymers	Unifor Local 21A	2016-01-18	214	
DLI – Fabrication	Construction Maintenance & Allied Workers	2015-04-30	100	
EVRAZ	Steelworkers Local 6673	2014-07-31	245	
EVRAZ	Unifor Local 551	2016-01-31	131	
Foremost Industries	Unifor Local 4050	2016-01-31	116	
Imperial Oil - Strathcona Refinery	Unifor Local 21A	2016-01-31	235	
Kiewit Energy Fabricators	CLAC Local 63 – Construction	2016-02-15	140	
Lilydale - Poultry Processing	UFCW Local 1118	2015-03-31	199	
Multi-Employer Fabrication & Manufacturing	Plumbers & Pipefitters Local 488	2016-04-30	400	
Olymel	UFCW Local 1118	2016-01-31	1,300	
Pepsi Beverages	Pepsi Beverages Employees' Association	2015-12-31	120	

Current & Upcoming Collective Bargaining

Manufacturing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Prudential Steel	Steelworkers Local 7226	2015-12-31	301	
PTI Travco Modular Structures	Carpenters Local 2010	2016-04-30	130	
Saputo Dairy Products - Cheese	Teamsters Local 987	2016-04-30	132	
Sherritt International	Unifor Local 530A	2016-03-31	368	
Suncor Energy Products - Edmonton Refinery	Unifor Local 501A	2016-01-31	274	Bargaining
Trochu Meat Processors – Sunterra Meats	UFCW Local 1118	1st agreement	110	Mediation

Mining and Oil and Gas Extraction

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Innovator Industrial Services	Unifor Local 3000CA	2016-02-20	268	
Neegan Development	Operating Engineers Local 955	2014-12-31	120	
SMS Equipment	Unifor Local 707	2015-04-30	300	Mediation
Suncor Energy - Oilsands	Unifor Local 707A	2016-05-01	3,183	

Other Services (except Public Administration)

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
DLI - Maintenance	Construction Maintenance & Allied Workers	2015-04-25	250	
Union Tractor	Union Tractor Employees' Association	2015-05-31	101	
Various Employers	National Maintenance Council	2015-12-31	5,400	

Professional, Scientific, and Technical Services

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS

Public Administration

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
ATB Financial	AUPE	2014-03-31	2,049	CAB
City of Calgary	IAFF Local 255	2013-12-31	1,496	CAB
City of Edmonton	Edmonton Police Association	2013-12-29	1,700	IAB
City of Grande Prairie	CUPE Local 787	2015-12-31	617	
City of Lethbridge	Lethbridge Police Association	2015-12-31	170	Bargaining
City of Red Deer	ATU Local 1374	2015-12-31	156	Mediation
City of St. Albert	CUPE Local 941	2015-12-31	125	
City of St. Albert	IAFF Local 2130	2014-12-31	100	
Rocky View County	IAFF Local 4794	2015-06-30	120	Mediation
Special Areas Board	AUPE	2015-12-31	198	
Strathcona County	IAFF Local 2461	2013-12-31	180	Mediation

Real Estate and Rental and Leasing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Aviscar	UFCW Local 401	2016-05-31	125	

Retail Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Medicine Hat Co-Op	UFCW Local 401	2015-07-19	170	Bargaining
Central Alberta Co-Op	UFCW Local 401	2015-07-04	134	Bargaining

Current & Upcoming Collective Bargaining

Transportation and Warehousing

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Sobeys West - Distribution Centre	UFCW Local 401	2015-12-19	237	
Diversified Transportation – Industrial	Teamsters Local 362	2016-03-31	139	Bargaining

Utilities

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
AltaLink Management	United Utility Workers	2015-12-31	468	Mediation
ATCO Gas & Pipelines - Pipeline Division	Natural Gas Employees Association	2015-12-31	194	Mediation
Capital Power	IBEW Local 1007	2015-12-12	113	
EPCOR Utilities	IBEW Local 1007	2015-12-15	781	Mediation

Wholesale Trade

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Cornerstone Industrial	CLAC Local 63 - Construction	2016-01-31	255	
Finning International	Machinists Local 99	2016-04-30	2,090	
Western Grocers - Freeport Facility	Teamsters Local 987	2016-01-09	410	Mediation

Essential Services Bargaining Relationships

Parties subject to essential services provisions

Government, Boards, and Agencies

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Pensions Administration	AUPE	2014-12-31	153	CAB
Alberta Investment Management Corporation	AUPE	2016-08-31	55	Active
Alberta Livestock & Meat Agency	AUPE	2017-03-31	20	Active
ATB Financial	AUPE	2017-03-31	2,049	Settled
GOA	AUPE	2017-03-31	24,314	Active
Travel Alberta	AUPE	2017-03-31	37	Active
Alberta Gaming & Liquor Commission	AUPE	2017-07-31	620	Active
Alberta Innovates - Bio Solutions	AUPE	2017-08-31	6	Active
Alberta Innovates - Energy & Environmental Solutions	AUPE	2017-08-31	9	Active
Alberta Innovates - Technology Futures	AUPE	2017-09-30	250	Active
Workers' Compensation Board	HSAA	2017-12-31	123	Active

Education

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Athabasca University	AUPE	2013-06-30	300	CAB
University of Alberta	Non-Academic Staff	2016-03-31	6,678	Expired
Athabasca University – Tutors	CUPE Local 3911	2016-06-30	325	Active
Bow Valley College	AUPE	2016-06-30	274	Active
Keyano College	CUPE Local 2157	2016-06-30	180	Active
Lethbridge College	AUPE	2016-06-30	400	Active
Portage College	AUPE	2016-06-30	126	Active
Red Deer College	CUPE Local 1445	2016-06-30	152	Active
Red Deer College	AUPE	2016-06-30	245	Active
University of Lethbridge	AUPE	2016-06-30	470	Active
Alberta College of Art & Design	AUPE	2017-06-30	69	Active
Grande Prairie Regional College	Employees' Association	2017-06-30	140	Active
Grande Prairie Regional College - Fairview Campus	AUPE	2017-06-30	100	Active
Grant MacEwan University	Staff Association	2017-06-30	720	Active
Lakeland College	AUPE	2017-06-30	263	Active
Medicine Hat College	AUPE	2017-06-30	163	Active
Mount Royal University	Staff Association	2017-06-30	678	Active
NAIT	AUPE	2017-06-30	1,100	Active
NorQuest College	AUPE	2017-06-30	224	Active
Northern Lakes College	AUPE	2017-06-30	109	Active
Olds College	AUPE	2017-06-30	200	Active
SAIT	AUPE	2017-06-30	700	Active
University of Calgary	AUPE	2018-03-30	4,800	Active

Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
St. Michael's Long Term Care Centre	UNA	2013-03-31	20	Settled
Alberta Health Services – GSS	AUPE	2014-03-31	23,800	CAB
Covenant Health - Bonnyville Health Centre - GSS	HSAA	2014-03-31	68	Bargaining
Covenant Health - Edmonton General, Grey Nuns	Operating Engineers	2014-03-31	28	Mediation
Covenant Health – GSS	AUPE	2014-03-31	510	Mediation
Covenant Health - Misericordia / Villas Caritas	CUPE Local 2111	2014-03-31	600	Bargaining
Lamont Health Care Centre	AUPE	2014-03-31	80	Mediation
St. Michael's Health Centre - GSS	CUPE Local 408	2014-03-31	95	Mediation
Capital Care - Dickensfield, Norwood	CUPE Local 1158	2014-06-30	290	Mediation
Capital Care - GSS	AUPE	2014-06-30	500	Mediation
Carewest - Colonel Belcher	CUPE Local 8	2014-06-30	66	Bargaining
Carewest – GSS	AUPE	2014-06-30	137	Mediation
Bethany Care Society – Calgary	HSAA	2014-07-31	13	Mediation
Alberta Health Services – ANC	AUPE	2015-03-31	14,500	Mediation
Bethany Nursing Home - Rosehaven Care Centre	AUPE	2015-03-31	377	Bargaining
Covenant Health – ANC	AUPE	2015-03-31	2,157	Mediation
Covenant Health - Edmonton General, Grey Nuns	CUPE Local 41	2015-03-31	1,109	Mediation
Youville Homes (Grey Nuns) of St. Albert	Steelworkers Local 1-207	2015-03-31	210	Bargaining
Capital Care – ANC	AUPE	2015-06-30	1,446	Mediation
Carewest – ANC	AUPE	2015-06-30	780	Bargaining
St. Michael's Long Term Care Centre	AUPE	2015-06-30	127	Mediation
Good Samaritan Society - Dr. Gerald Zetter Care Centre	CUPE Local 1031	2016-06-30	120	Active
Lamont Health Care Centre	HSAA	2017-03-17	13	Active

Essential Services Bargaining Relationships

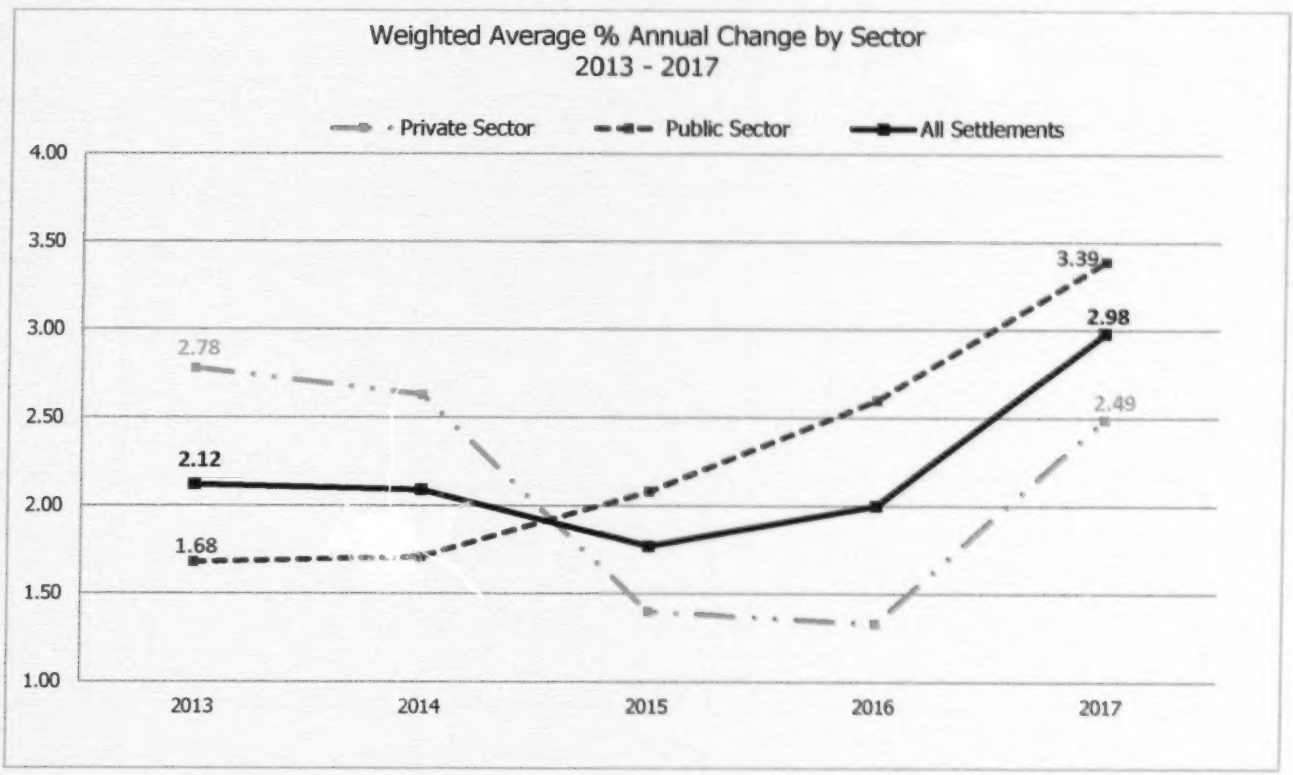
Health Care

EMPLOYER	UNION	EXPIRY	EMPLOYEES	STATUS
Alberta Health Services	UNA	2017-03-31	28,353	Active
Alberta Health Services - PMP/PMT	HSAA	2017-03-31	18,930	Active
Bethany Care Society – Calgary	UNA	2017-03-31	68	Active
Bethany Nursing Home - Rosehaven Care Centre	HSAA	2017-03-31	15	Active
Bethany Nursing Home - Rosehaven Care Centre	UNA	2017-03-31	21	Active
Capital Care	UNA	2017-03-31	325	Active
Capital Care - PMP/PMT	HSAA	2017-03-31	154	Active
Carewest - Colonel Belcher	UNA	2017-03-31	24	Active
Covenant Health	UNA	2017-03-31	2,876	Active
Covenant Health - PMP/PMT	HSAA	2017-03-31	1,314	Active
Lamont Health Care Centre	UNA	2017-03-31	34	Active
Shepherd's Care - Millwoods & Kensington Village	UNA	2017-03-31	32	Active
Carewest - PMP/PMT	HSAA	2017-06-30	180	Active
Bethany Care Society - Calgary - ANC	AUPE	2017-08-31	367	Active
Bethany Care Society - Calgary - GSS	AUPE	2017-08-31	39	Active
Shepherd's Care - Millwoods - ANC	AUPE	2017-09-30	125	Active
Shepherd's Care - Millwoods Manor & Southside Manor	AUPE	2018-06-30	15	Active
ARAMARK Canada - Millwoods Shepherd's Care	Teamsters Local 987	2018-07-19	45	Active

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2017

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2013	Private Sector	616	162,234	2.78
	Public Sector	536	242,648	1.68
	All Settlements	**1,152**	**404,882**	**2.12**
2014	Private Sector	617	165,575	2.63
	Public Sector	529	242,639	1.71
	All Settlements	**1,146**	**408,214**	**2.09**
2015	Private Sector	563	163,683	1.40
	Public Sector	465	199,706	2.08
	All Settlements	**1,028**	**363,389**	**1.77**
2016	Private Sector	366	124,885	1.33
	Public Sector	262	137,991	2.60
	All Settlements	**628**	**262,876**	**2.00**
2017	Private Sector	160	32,174	2.49
	Public Sector	107	38,616	3.39
	All Settlements	**267**	**70,790**	**2.98**

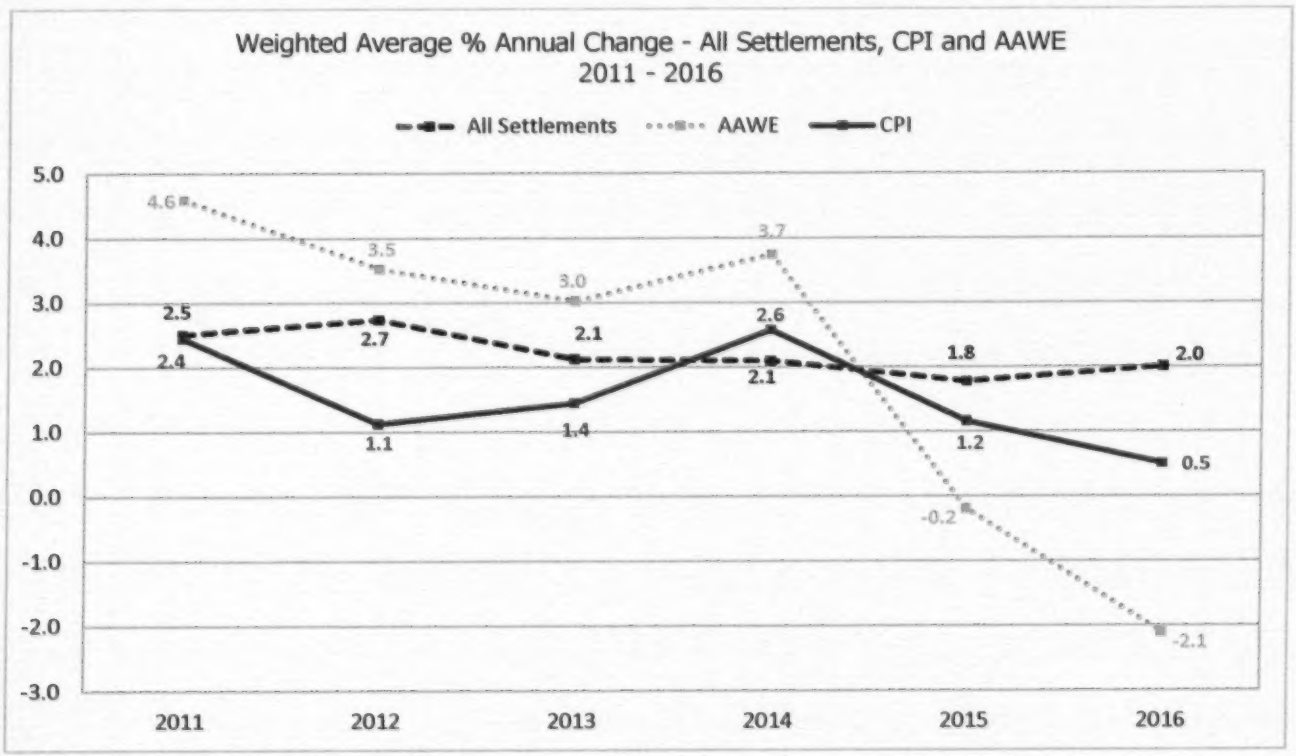


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

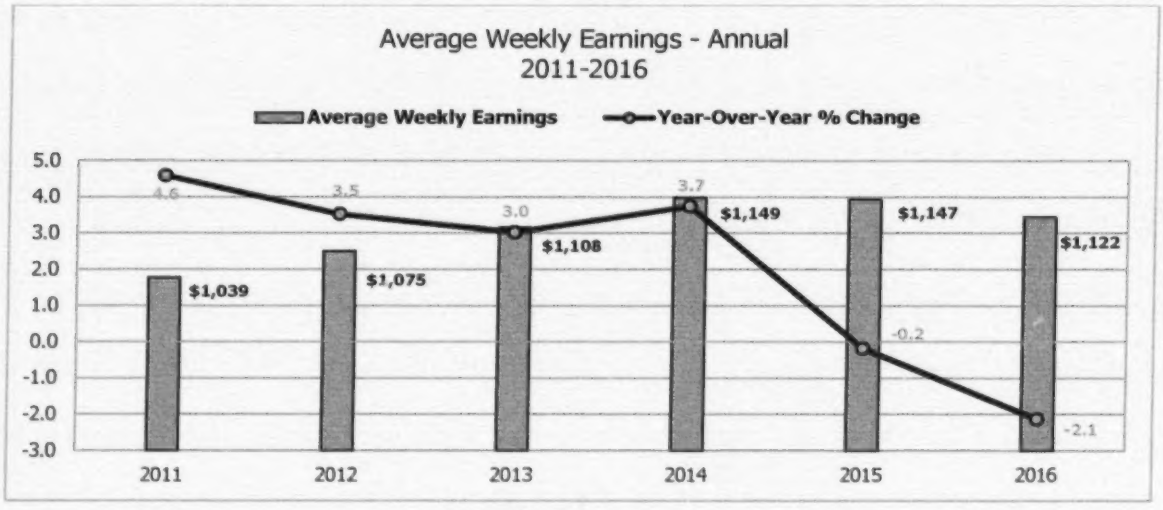
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

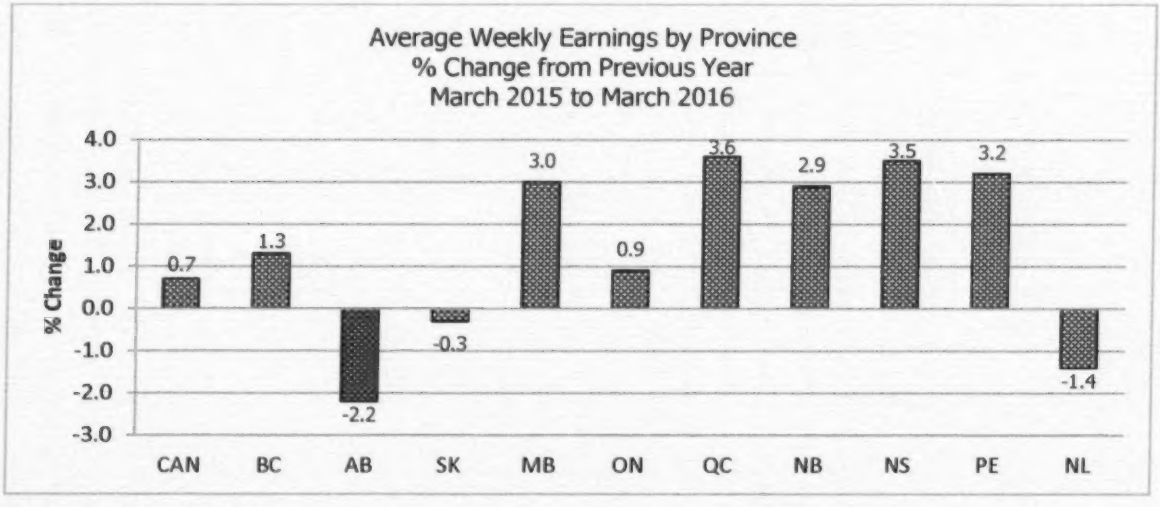
Wage data reflects the average yearly % change taking effect in the indicated year.

	2014			2015			2016			2017		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	37	4,909	**3.31**	39	5,259	**3.14**	20	3,696	**3.00**	9	1,498	**2.83**
Administrative & Support, Waste Management & Remediation Services	10	813	**3.07**	11	1,121	**0.53**	8	1,234	**0.62**	5	1078	**1.99**
Arts, Entertainment, & Recreation	33	3,973	**2.43**	30	3,737	**2.03**	24	3,340	**2.20**	15	2,222	**2.66**
Construction	143	70,077	**2.45**	123	73,951	**0.26**	57	54,037	**0.01**	11	1,381	**1.83**
Educational Services	182	83,850	**0.99**	168	89,440	**1.02**	45	14,850	**2.21**	10	6,007	**2.03**
Finance & Insurance	2	8	**2.75**	2	8	**2.75**	2	17	**2.91**	2	17	**2.91**
Health Care & Social Assistance	199	94,017	**2.04**	151	84,330	**1.90**	95	60,374	**2.55**	22	1,987	**2.36**
Information & Cultural Industries	21	2,323	**1.86**	19	2,288	**2.31**	10	1,698	**2.84**	8	1,610	**3.37**
Manufacturing	184	22,783	**2.08**	169	21,990	**2.06**	119	16,802	**1.86**	53	7,571	**2.09**
Mining & Oil & Gas Extraction	32	10,383	**3.08**	23	7,627	**1.10**	6	1,492	**3.46**	2	323	**3.23**
Other Services (except Public Administration	47	9,108	**2.49**	43	8,247	**0.66**	27	1,931	**1.18**	14	378	**2.59**
Professional, Scientific, & Technical Services	6	2,008	**2.9**	4	378	**2.74**	4	150	**0.87**	2	90	**1.05**
Public Administration	122	59,503	**2.12**	115	59,190	**2.51**	98	57,432	**2.78**	58	26,498	**3.91**
Real Estate & Rental & Leasing	4	233	**3.17**	4	244	**3.15**	3	119	**3.01**	1	28	**4.14**
Retail Trade	20	25,573	**1.88**	15	25,317	**2.14**	12	22,343	**2.46**	8	13,254	**1.11**
Transportation & Warehousing	47	4,282	**2.68**	44	4,473	**2.00**	29	2,983	**1.65**	12	1,678	**1.67**
Utilities	26	8,935	**3.48**	25	8,722	**3.46**	16	6,948	**3.44**	6	2,417	**3.04**
Wholesale Trade	26	5,245	**2.77**	25	5,238	**2.88**	15	2,087	**2.22**	6	883	**2.43**
All Settlements	**1,141**	**407,821**	**2.01**	**1,010**	**361,558**	**1.71**	**588**	**251,513**	**1.98**	**244**	**68,918**	**2.70**



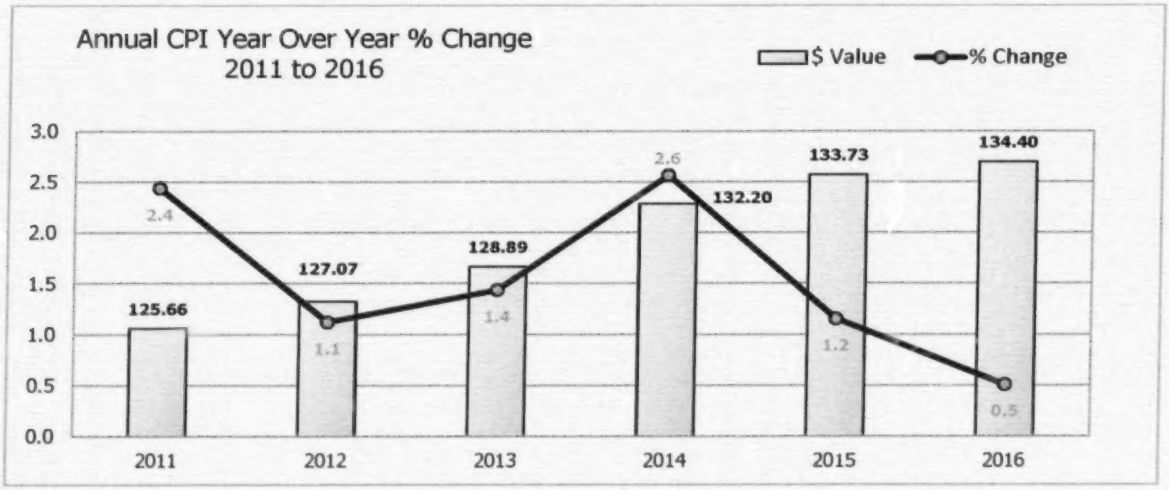
Average Weekly Earnings Alberta (AWEA)*

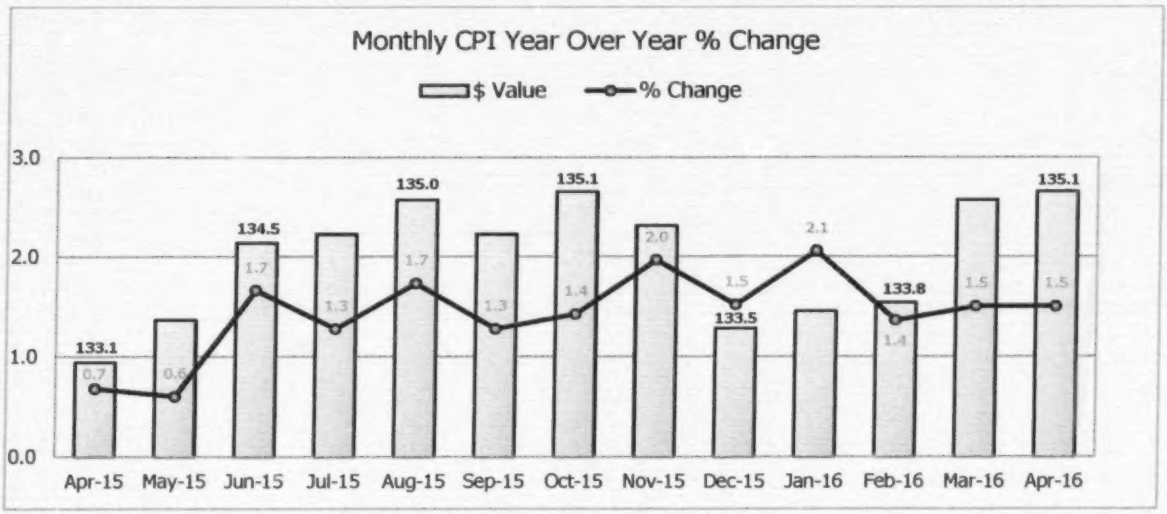


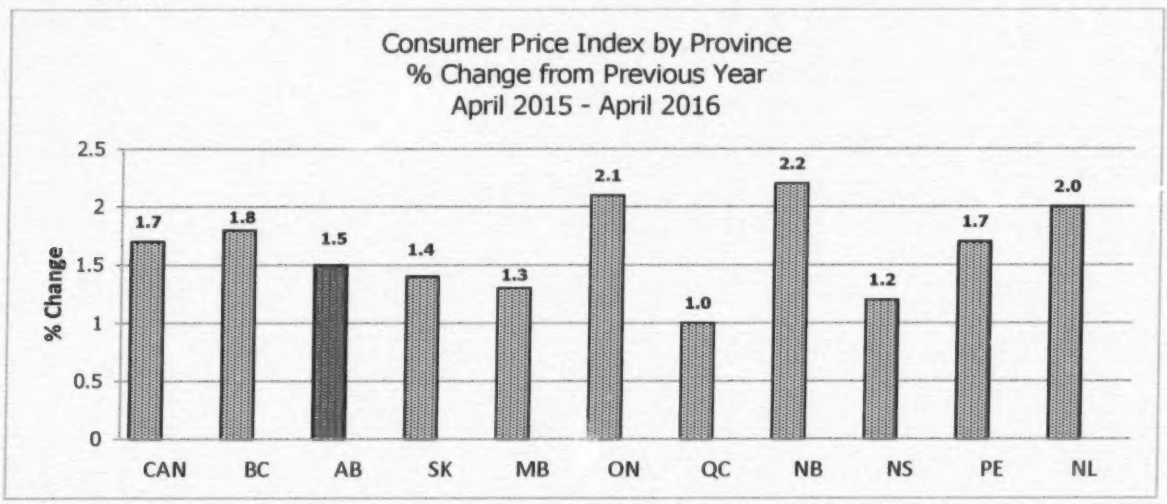


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







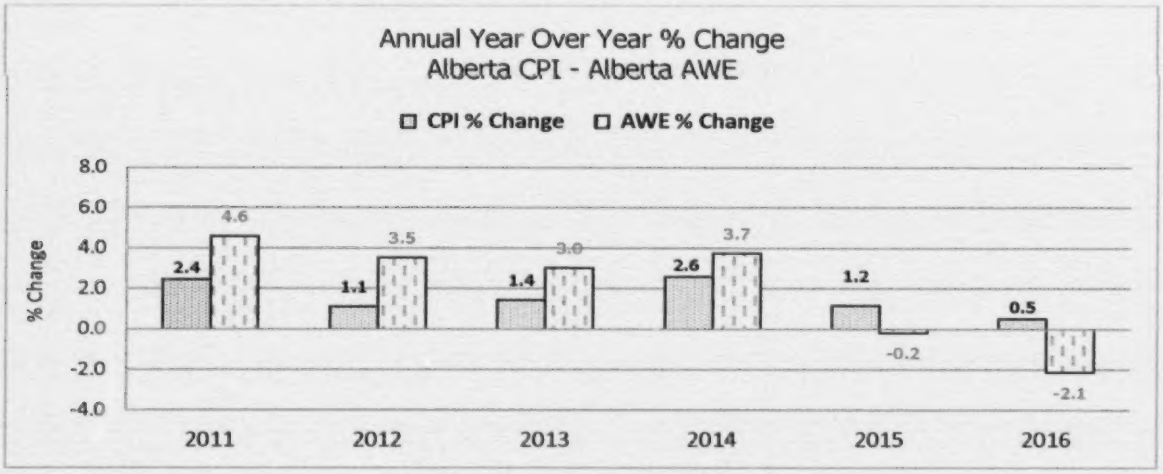
*Year to date – Graph data available upon request.

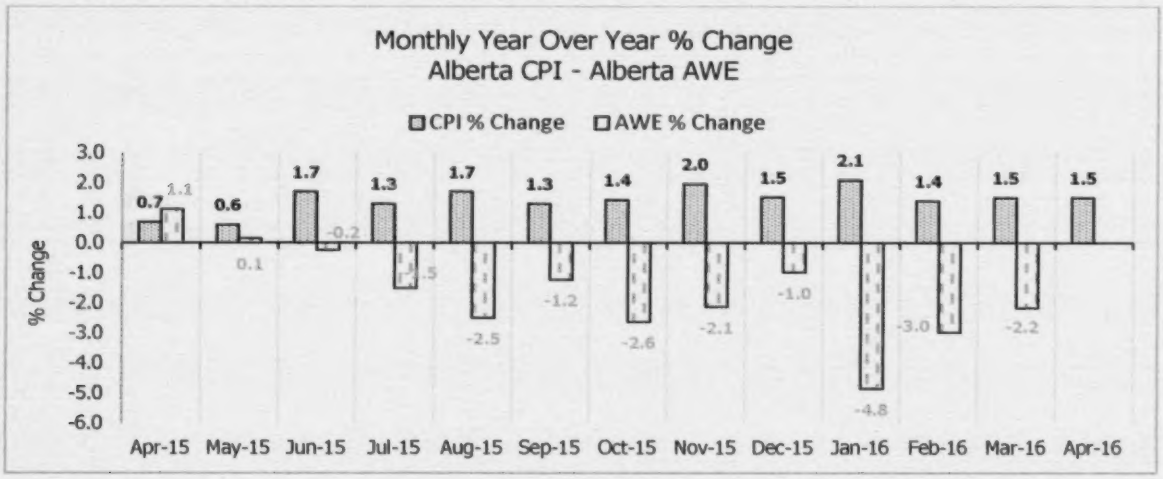
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index

Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Apr 15	126.2	0.8	133.1	0.7	132.8	0.7	133.6	0.8
May 15	126.9	0.9	133.6	0.6	133.3	0.9	134.1	0.4
Jun 15	127.2	1.0	134.5	1.7	134.1	1.5	135.0	1.7
Jul 15	127.3	1.3	134.6	1.3	134.1	1.3	135.1	1.3
Aug 15	127.3	1.3	135.0	1.7	134.7	1.9	135.5	1.6
Sep 15	127.1	1.0	134.6	1.3	134.4	1.6	135.1	1.1
Oct 15	127.2	1.0	135.1	1.4	134.8	1.5	135.7	1.5
Nov 15	127.1	1.4	134.7	2.0	134.5	2.0	135.3	2.0
Dec 15	126.5	1.6	133.5	1.5	133.2	1.6	134.1	1.5
Jan 16	126.8	2.0	133.7	2.1	133.4	2.2	134.3	2.0
Feb 16	127.1	1.4	133.8	1.4	133.3	1.3	134.4	1.4
Mar 16	127.9	1.3	135.0	1.5	134.7	1.6	135.5	1.4
Apr 16	128.3	1.7	135.1	1.5	135.0	1.7	135.5	1.4

Average Weekly Earnings

	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16
AWE $	$1,154.07	$1,156.72	$1,152.13	$1,147.62	$1,137.31	$1,129.59	$1,138.75	$1,135.35	$1,133.68	$1,146.60	$1,114.88	$1,122.92	$1,129.08
AWE %	1.12	1.12	0.15	-0.23	-1.51	-2.50	-1.22	-2.62	-2.13	-0.98	-4.84	-2.97	-2.17

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at http://work.alberta.ca/labour/6484.html